

The Regular Meeting of the Board of School Directors of the Williamsport Area School District of which all members were duly notified and of which due public notice was given as required by Act 84 of 1986, was held on Tuesday evening, November 9, 2021, beginning at 6:07 PM in the Auditorium of the Williamsport Area High School, 2990 West Fourth Street, Williamsport, Pennsylvania.

The President, Lori A Baer, called the meeting to order with the following members:

PRESENT: Lori A. Baer, Cody L. Derr, Patrick A. Dixon, Jennifer Lake, Lisa M. Nible, Jane L. Penman, Barbara D. Reeves, Star Poole, Adam C. Welteroth.

ABSENT: None

OPENING EXERCISES were provided by Dr. Jane Penman.

President Baer announced that an executive session for a quasi-judicial hearing and attorney advisement preceded the meeting.

President Baer thanked Staiman Recycling and the education foundation for the donation to fund the high school scorer's table.

Motion made by Dr. Penman, seconded by Mr. Welteroth for an omnibus to include the agenda, addendum and minutes from the October 19, 2021 meeting.

APPROVAL OF MINUTES: Regular Meeting – October 19, 2021

BOARD PRESIDENT'S REPORT – Ms. Lori A. Baer

A. Approve the adjudication of student 21/22-01 resulting from a quasi-judicial hearing held earlier this evening.

FINANCE REPORT

5.1 Approve the following financial reports:

A. Payroll Report for the month of October 2021:

General Fund – Unrestricted	\$2,933,303.16
General Fund – Restricted	211,783.88
Food Service Fund	89,965.50
Earned Income Tax	46,458.70
Student Activities	0.00
TOTAL	\$3,281,511.24

FINANCE REPORT CONT'D:

- 5.2 Authorize payment of invoices and services rendered by the list submitted from October 20, 2021 to November 9, 2021 and direct the officers of the Board of School Directors to execute the same:

General Fund	\$879,155.22
Athletic Fund	3,851.00
EIT Operating Fund	2,558.12
Food Service Fund	8,672.93
Payroll Fund	1,362,946.97
PLGIT Capital Projects Fund	6,743.26
Student Activities Fund	<u>2,851.40</u>
 TOTAL	 \$2,266,778.90

BOARD POLICY

- 6.1 Approve the second reading and board adoption of new policy 903 "Public Participation in Board Meetings" of the Williamsport Area School District Board policy.

CURRICULUM REPORT

- 7.1 Approve a Memorandum of Understanding with Bucknell University to allow for the placement of student teachers in the District.
- 7.2 Approve the 2021-22 IDEA Section 619 EI Pass Through Fund Agreement with BLaST IU 17 in the amount of \$6,902.00. The funds will be used toward the provision of special education and related services to 5-year-old students with disabilities enrolled in kindergarten.
- 7.3 Approve John P. Czap, DDS, 1303 East Third St, Williamsport, PA as school dentist for the 2021-22 school year. The cost per dental inspection is \$6.00 per student and is a certified reimbursable cost.
- 7.4 Approve an ARP-American Rescue Plan IDEA contract with BLaST Intermediate Unit 17 for the 2021-22 school year. The provisions of the contract stipulate that the Intermediate Unit will release funding to the school district to support the provision of the programs and services to students with disabilities. The amount of the contract is \$199,051.00.

PERSONNEL REPORT

8.1 RESIGNATIONS

Accept the following resignation(s), effective on the dates and for the purposes indicated:

8.1 RESIGNATIONS CONT'D:

- A. Linda Hubbell, full-time Administrative Support II (245 day) at the Technology Department/IMC Warehouse Complex, for the purpose of retirement, effective January 7, 2022.

RESOLVED: that the Board of School Directors of the Williamsport Area School District acknowledges with profound regret the retirement of Linda Hubbell from service in the Williamsport Area Schools and expresses its sincere appreciation for her 34 years of dedicated service to our school system as administrative support and aide. It further expresses the hope that her years of retirement will be many and richly rewarding.

- B. Laguana E. Cofer, part-time Aide (Special Education) at Stevens Primary School, for personal reasons, effective October 21, 2021.
- C. Alexis M. DegBrina, full-time 2nd Grade teacher at Cochran Primary School, for personal reasons, effective October 22, 2021.
- D. Blake E. Lambert, full-time CTE Business Computer and Information Technology long-term substitute teacher at the high school, for personal reasons, effective October 18, 2021.
- E. Ryan J. Piselli, full-time Computer Technician (Tier 2) at the Technology Department/IMC Warehouse Complex, for other employment, effective November 5, 2021.
- F. Ciara M. Smith, part-time Aide (Special Education) at Lycoming Valley Intermediate School, for other employment, effective November 19, 2021.
- G. Teresa S. Gansel, part-time Food Service Worker at Stevens Primary School, for personal reasons, effective November 10, 2021.
- H. Emily M. Murray, full-time 4th Grade teacher at Curtin Intermediate School, for other employment, effective January 7, 2022, or possibly sooner, as administration has determined to hold Ms. Murray for up to 60 days per PA School Code.

8.2* LEAVE OF ABSENCE - Approve the following leave(s) of absence:

- A. Nicole L. Gilson, full-time English teacher at the high school, for a sabbatical leave effective November 10, 2021, through the end of the first semester of the 2021-2022 school year (tentative ending date of January 21, 2022) for the purpose of health restoration.

Ms. Gilson has been a teacher in the District since August 24, 2011, and has not taken a previous sabbatical.

8.2* LEAVE OF ABSENCE CONT'D:

- B. Grace M. Chandler*, full-time 1st Grade teacher at Cochran Primary School, for an unpaid leave on an intermittent basis (as needed) effective October 18, 2021, through March 31, 2022.
- C. Eric S. Weaver, full-time Special Education teacher at the middle school, for an extension of an unpaid leave effective November 1, 2021, through December 21, 2021.

8.3* ELECTION OF STAFF

Elect the following staff, for the purpose and on the date indicated:

- A. Sarah E. Clark as a temporary professional employee, to be currently assigned to teach 2nd Grade at Cochran Primary School, at a salary rate of Step 1, bachelor's, \$52,582, prorated, effective November 15, 2021, (replacing Alexis DegBrina, resigned).
- B. Geoffrey S. Waltz as a long-term substitute teacher effective date to be determined pending receipt of appropriate PDE certification through the remainder of the 2021-2022 school year (tentative ending date of June 9, 2022), unless terminated sooner, to be currently assigned to teach CTE Business Computer and Information Technology at the high school, at a salary rate of Step 1, bachelor's, \$52,582, prorated (replacing Blake Lambert, resigned).
- C. Barbara A. Fritz to be currently assigned as a full-time Administrative Support I (up 205 days, 7 hours per day) at the high school, with a base wage rate of \$26,562, prorated (\$18.51 per hour), effective December 2, 2021 (replacing Dianne Ferguson, retired).
- D. Catiese S. Williams to be currently assigned to full-time Administrative Support I (up to 245 days, 7½ hours per day) in the Business Office at the District Service Center, with a base wage rate of \$34,012, prorated (\$18.51 per hour), ~~effective date to be determined~~ effective November 22, 2021 (replacing Nicole Scocchera, resigned).
- E. Jodie L. Govan to be currently assigned to a part-time Aide (Special Education; 185 days per year; up to 5 hours per day) at the middle school, with a base wage rate of \$13.87 per hour (without degree rate), effective November 10, 2021 (new position).
- F. Kayla M. Rodkey to be currently assigned to a part-time Aide (Special Education; 185 days per year; up to 5 hours per day) at Cochran Primary School, with a base wage rate of \$15.12 per hour (with degree rate), effective November 10, 2021 (replacing Madison Whitney, terminated).

8.3* ELECTION OF STAFF CONT'D:

- G. Deborah A. Godfrey to be currently assigned to part-time Food Service Worker (up to 180 days; up to 5 hours per day) at the high school, with a base wage rate of \$12.96 per hour, effective November 10, 2021 (revised position replacing Tammy Sewell and Margaret A. Kiessling, both transferred).
- H. Angie L. Hall to be currently assigned to part-time Food Service Worker (up to 180 days; up to 4 hours per day) at Hepburn-Lycoming Primary School, with a base wage rate of \$12.96 per hour, effective November 10, 2021 (replacing Cheyenne Snyder, terminated).
- I. Sarah E. Reed to be currently assigned to part-time Food Service Worker (up to 180 days; up to 4.5 hours per day) at the middle school, with a base wage rate of \$12.96 per hour, effective November 10, 2021 (replacing Tammy Sewell, resigned).
- J. The following winter sport coaches at the respective schools for the 2021-2022 school year at the salary rate in accordance with the agreement by and between the Board of School Directors of the Williamsport Area School District and the Williamsport Education Association (pending completion of all appropriate paperwork*):

Williamsport Area High School

Boys Basketball

Varsity Assistant:	Demarr S. Wright (5)	\$4,000
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Williamsport Area Middle School

Boys Basketball

7 th Grade Head Coach:	Lamar W. Ballard (0)*	\$2,240
7 th Grade Head Coach:	Michael J. Schaeffer (0)	\$2,240

- K. The following substitute food service worker(s), at the salary rate of \$9.00 per hour, for the actual number of hours worked, effective date as indicated:

Danielle L. Gottschall (effective 10/25/21)
Michael J. Mattern (effective 11/10/21)

- L. The following substitute administrative support/aide(s), subject to assignment by the Superintendent of Schools, at the hourly rates established by Board policy (\$9.00 per hour; up to a maximum of 180 days per year) and only for the actual number of hours assigned and worked:

Linda Hubbell (effective 01/10/22)
Ciara M. Smith (effective 11/22/21)

8.3* ELECTION OF STAFF CONT'D:

- M. The following for the substitute part-time Contact Tracer Positions, subject to assignment by the Superintendent of Schools, at the hourly rates established by Board policy (LPN--\$20.00 per hour; RN--\$32.00 per hour; up to a maximum of 7 hours per day) and only for the actual number of hours assigned and worked:

Samantha J. Carey (RN) (effective 11/10/21)

- N. The following substitute custodian(s) and/or event staff, with a base wage rate of \$9.00 and/or \$10.00 per hour, for the actual number of hours worked, effective date as indicated:

Elizabeth I. Grassmyer (effective 11/10/21)

- O. Rachel E. Mauray to be currently assigned to part-time Administrative Support I (up to 225 days per year, prorated; 5 hours per day) in the Student Services Department at the DSC, with a base wage rate of \$13.75 per hour, effective date to be determined pending receipt of all required documentation including updated clearances (replacing Mary Beth Lingle, resigned; Christine Nau declined position).
- P. Madeline J. Stradley to be currently assigned to part-time Administrative Support I (205 days, 5 hours per day) at Jackson Primary School, with a base wage rate of \$13.75 per hour, effective date to be determined pending receipt of all required documentation (replacing Brittney Reese, resigned).

8.4* POSITION CHANGES

Approve the following position change(s):

- A. Lisa M. Jamison from a full-time Administrative Support I (205 days, 7 hours per day) at the middle school to be currently assigned to full-time Administrative Support I (245 days, 7 ½ hours per day) at the high school, with a base wage rate of \$38,808, prorated (\$21.12 per hour), effective date to be determined (replacing Andrea McEntire, deceased).

8.5 OTHER

- A. Approve a modification to Board Agenda item 8.6 (A) previously approved on September 21, 2021 as follows: Consider approving a new full-time Aide position (WAESP) at the high school to support CTE students participating from other districts in our CTE programs. Full compensation for this position will be reimbursed, equitably, by South Williamsport Area School District, Loyalsock Township School District and Williamsport Area School District.

8.5 OTHER CONT'D:

- B. Approve the Employment Substitute Compensation for Support Staff Employees, effective November 10, 2021, as follows:

The following are the classifications for which substitute rates are established:

1. Administrative Support, \$12.00 per hour
2. Classroom/Clerk Aide, \$12.00 per hour
3. Custodian/Stock Clerk, \$12.00 per hour
4. Weekend Security/Traffic Control & Public Safety Services, \$12.00 per hour
5. Food Service, \$12.00 per hour
6. Sign Language Interpreter, \$20.00 per hour
7. Health Technical – LPN, \$20.00 per hour
8. Health Technical – RN, \$32.00 per hour
9. Technical Support, \$12.00 per hour

Substitutes employed in the same assignment more than ten (10) consecutive days shall be paid in accordance with the new hire rate as determined by the appropriate collective bargaining agreement. If the substitute rate is higher than the new hire rate, the substitute shall continue to be paid at the higher substitute rate.

Day-to-day substitutes who have provided five (5) years of services to the District as a substitute will be eligible for an increase of \$1.00 in the hourly substitute rate, but will not exceed the starting rate for full time positions (reflected on the contract wage schedule).

PROFESSIONAL DEVELOPMENT

9.1 RELEASED TIME/TRAINING PROGRAMS

Approve released time for staff members to participate in professional development activities in accordance with the Professional Development Plan of the Williamsport Area School District and consider approving training programs. All expenditures proposed are within local, state and federal budget categories approved as noted.

STUDENT/COMMUNITY ACTIVITIES

10.1 Approve the following student trips:

Field trips are being presented for provisional approval in accordance with the District's Health and Safety Plan and may need to change or be canceled. All students must be in compliance with the school's field trip disciplinary requirements in order to participate.

- A. Approximately 25 members of the Williamsport Area High School's ConCon/ Model United Nations group, accompanied by two teachers, to travel to Penn College during December 2021 for a competition. District transportation is requested. All costs will be paid through the social studies budget. Two substitutes will be required for the day.
- B. Forty (40) members of the Williamsport Area High School's Millionaire Singers and Strolling Strings, accompanied by their teachers, to travel to the Williamsport Country Club during December 2021 for a community performance. Transportation will be provided by the parents of the students. This trip will encompass additional mitigation efforts.
- C. Thirty (30) members of the Williamsport Area High School's Strolling Strings and GQ, accompanied by their teachers, to travel to Sayre, PA during December 2021 for a community performance. Transportation will be provided by contract carrier. This trip will encompass additional mitigation efforts.
- D. Sixteen (16) members of the Williamsport Area High School's Strolling Strings, accompanied by their teacher, to travel to the Jersey Shore Elks Club during December 2021 for a community performance. Transportation will be provided by the parents of the students. This trip will encompass additional mitigation efforts.
- E. Thirty (30) members of the Williamsport Area High School's Strolling Strings and GQ, accompanied by their teachers, to travel to the Williamsport Country Club during December 2021 for a community performance. District transportation is requested and will be paid by the WAHS Orchestra Association. This trip will encompass additional mitigation efforts.
- F. Thirty (30) members of the Williamsport Area High School's Strolling Strings and GQ, accompanied by their teachers, to travel to the Williamsport Country Club during December 2021 for a community performance. Transportation will be provided by the parents of the students. This trip will encompass additional mitigation efforts.

- 10.2 Retroactive approval for the following request from facility use:
- A. Northcentral PA Odyssey of the Mind to use the E-Cafeteria at the high school on Saturday, November 6, 2021 from 8:00 a.m. until 1:00 p.m. to hold a training for coaches. Odyssey of the Mind is requesting relief of the occupancy fee estimated at \$312.50. Certificate of insurance on file.

BIDS/CONTRACTS

- 11.1 Approve a gift agreement between Staiman Recycling Corporation, the Williamsport Area School District Education Foundation and the Williamsport Area School District for the acceptance of a donation for the purchase of a new scorer's table for the high school gymnasium, as recommended by the WASD Education Foundation.
- 11.2 Approve a 30-day extension (through November 30, 2021) to the SILOT Agreement with UPMC for Athletic Training Services, previous agreement expired on August 31, 2021.
- 11.3 Approve the purchase of 9 Verkada Viewing Stations for our security camera system with 9 licenses and viewing stations at a cost of \$26,548.02 from GovConnection, Inc., Merrimack, NH under the NCPA Contract #NCPA 01-44. This project will be funded using ESSER funds.
- 11.4 Approve an agreement with BLaST IU 17 for 25 TB of storage for offsite backups at an annual cost of \$5,000 to be funded through the technology budget.
- 11.5 Approve the sale of 140 Apple MacBook Pro computers for \$210 each and 450 Apple iMac 20in i3 computers for \$80 to Teksavers Inc., Hutto, TX. These unit prices are based on each unit being in "good" condition. There is a sliding scale for payment of units that are identified with issues. Stored data is destroyed in accordance with industry standards set forth by HIPAA & GLBA compliancy requirements. Williamsport ASD will be issued a Certificate and Audit Control number upon completion of destruction with serial numbers specific to each device.

TAX ITEMS

- 12.1 Approve Stephen C. Sholder, Esq. to handle an assessment appeal with PFM Industries for the district as Fred Holland, Esq. has a conflict of interest in this case.

13. TRANSPORTATION

- 13.1 Approve the following drivers/monitors/mechanics for STA, Inc. for the 2021-22 school year:

Candace Rae Reese	Van Driver/Aide
Garrett Snyder	Van Driver/Aide

Voice vote. All affirmative. Motion carried.

SUPERINTENDENT'S REPORT – Timothy S. Bowers, Ed.D.

Dr. Bowers congratulated the newly elected Board Members: Jamie Sanders, Michelle Deavor, Cody Derr, Barbara Reeves and Adam Welteroth.

Dr. Bowers recognized and thanked Dr. Jane Penman for her service on the Board. Dr. Penman has served on the Board for 12 years. She has always been a great champion for our district. The Board has purchased a brick for our legacy garden in recognition of Dr. Penman's service from 2009 to 2021. She was also presented with a certificate.

President Baer on behalf of herself and the Board thanked Dr. Penman for her years of service and dedication to the district and the students.

Dr. Penman noted that she found tonight's PSBA Code of Conduct particularly fitting. Many people think that being a board member is just coming to a meeting twice a month. This is a minimum. To be effective it takes a lot more than this. There is a lot of reading and asking of questions not just at meetings. She shared her thoughts on what she is most proud of during her 12-year service on the Board.

- The transition that has occurred over the last 12 years. We have a great team of administrators and leadership.
- Getting the Girls Volleyball off the ground.
- Implementation of one middle school.

She shared that it has been a "great ride and learning experience."

Dr. Bowers thanked Lisa Nible for her service and consistency of service to the District. President Baer also thanked Lisa for stepping up and filling the vacancy.

Dr. Bowers noted that later this week the district website will have information regarding ESSER funding with links to a survey to get input and feedback for stakeholders. We certainly hope the community will take time to provide us with input.

ITEMS FROM BOARD MEMBERS

Mrs. Derr stated that she was glad to see Star Poole at tonight's meeting and although she doesn't want to she feels it is necessary to address Ms. Poole's absence from the meetings. Mrs. Derr asked for guidance from solicitor Fred Holland to assist with wording for a motion to schedule a due process hearing. After discussion, Mrs. Derr made a motion to place a motion on the December 7 board agenda to consider whether to set a date for a due process hearing to remove Star Poole from her position as a Board member. Mr. Welteroth seconded the motion.

Star Poole apologized to her constituents, the Board and the public for her attendance and stated that regardless of her personal situation she intends to fulfill the duties she was elected to fill. She loves the children and Williamsport. She wants to help the children and will be dedicated to the Board.

Voice Vote. Motion carried with Mr. Dixon voting against the motion.

Mr. Welteroth thanked Lisa Nible for bringing her perspective and input to the Board. He also thanked Dr. Penman for the passion and dedication that she has brought to the district. He is very appreciative of all that she has done.

ITEMS FROM PUBLIC

Michelle Hazel reminded Dr. Bowers that earlier in the year he indicated that vaccine sites would not be in schools that there are other locations in the community. She expressed concern with declining enrollment and incidents occurring in the high school. Other topics included illness other than COVID and quarantining of students. She also stated that she feels Star Poole should be removed.

Tom Adams stated that he agrees with Michelle Hazel. He spoke about his concerns with continued masking even though kids are at the lowest risk. Flu is more dangerous. He spoke of Critical Race Theory and his hope that this is not being taught. He believes that Bible study should be taught and that the court should not have the right to make these decisions. He encouraged everyone to take a closer look at what is being taught. He stated that one should always be questioning – questioning is how we learn.

Sarah Reed thanked Mrs. Derr and Mr. Welteroth for discussing Ms. Poole. She expressed concerns that immediate action cannot be taken. She asked the Board to please not let Critical Race Theory be taught in our schools to our students. Ms. Reed shared that Governor Wolf has said that effective in January the masking issue will be put back at the local Board level.

President Baer announced that an executive session for personnel and attorney advisement will follow the meeting.

Upon motion made by Dr. Penman, seconded by Mrs. Reeves and carried the meeting adjourned at 6:49 PM.

Wanda M. Erb, Board Secretary